

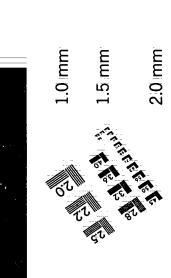


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#### ABSTRACT

The purpose of this study was to derive a reliable system for classifying the 1,425 responses of over 800 teacher education candidates to a survey regarding adjectives used to describe teacher characteristics. Previous research had indicated five major themes underlying the adjectives teacher candidates think their students will use in describing them; empathic; stimulating; easy to work with; hard working; and expertise. A sixth category was used for words that did not fit into any of the major categories. The 90 most frequently cited adjectives, accounting for 92.5 percent of the responses, were sorted into categories by 17 sorters and results were analyzed for agreement between sorters. Factor analysis showed agreement rates of 89 percent for empathic, 55 percent for expertise, 75 percent for easy to work with, 67 percent for hard working, and 73 percent for easy to work with, 67 percent for hard working, and 73 percent for estimulating. It is concluded that, while there is some overlap among the sets, low agreement in such areas as "expertise" suggests that caution should be exercised in using these results. (CB)



# Research Fvaluation Teacher Education

Program Evaluation Series No. 9 SORTING ADJECTIVES DESCRIBING TEACHERS: AN APPLICATION OF LATENT PARTITION ANALYSIS

Bruce A. Brousseau



Department of Teacher Education and Office of Program Evaluation

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December, 1985

Program Evaluation Series No. 9
SORTING ADJECTIVES DESCRIBING TEACHERS:
AN APPLICATION OF
LATENT PARTITION ANALYSIS

Bruce A. Brousseau



### Sorting Adjectives Describing Teachers: An Application of Latent Partition Analysis

During the period from April 1981 to April 1983 the Office of Program Evaluation (OPE) distributed surveys to over 800 students entering teacher preparation program at Michigan State University. One item on these surveys served as the focus of this study. With some variation in wording from one administration of the questionnaire to the next (see Appendix A), this item asked entering teacher candidates to list adjectives their students will use when describing them as teachers.

At the time this study was undertaken, there was no conceptual framework for classifying responses to this question. The central purpose of the study was to derive a reliable system for classifying these responses. Information provided by the rational and empirical analyses directed toward this goal should serve several functions. First, it will make coding and interpretation of the data easier and quicker than has heretofore been possible. Second, it will give the OPE staff a better indication of whether these items give the most useful information called for by the evaluation model (i.e., relative to other items that could have been added to the survey in their place). The concern here is with gathering as much useful data as possible with a survey of manageable length. The term "useful" is emphasized because in their unanalyzed state the utility of some of these questions cannot be tested, and the OPE may be better off not asking them at all. Third, this study may provide an initial orientation, giving other researchers and evaluators a perspective on concepts and techniques that may be



useful for handling similar kinds of data. Finally, these analyses should provide information that will be helpful in further refinement of the survey instruments. For example, it may indicate that the same (or better) information can be gathered at lower cost, or it may point to other questions not currently being addressed that should be asked. At the very least, it should help the evaluators reflect back on their questions and standardize the instruments used.

#### Procedure

The results of the "rational" phase of this sorting process were summarized in an OPE report (Brousseau, 1983) which indicated that five major themes underlie the adjectives teacher candidates think their students will use to describe them. These "major categories" are: (1) EMPATHIC (represented by such words as "caring" and "understanding"), (2) STIMULATING (e.g., "enthusiastic", "interesting"), (3) EASY TO WORK WITH (e.g., "flexible" and "cooperative"), (4) HARD WORKING (e.g., "dedicated" and "conscientious"), and (5) EXPERTISE (e.g., "effective" and "knowledgable"). A sixth (OTHER) category was used for words that did not fit into any of the five major categories (these adjectives accounted for less than 2% of all responses given).

The next step was to attempt to establish some empirical support for the classification scheme. The 90 most frequently cited adjectives accounted for 92.5% of the 1,425 responses collected. Thus the five themes should be well represented by this set of terms. These 90 words (or short phrases) were typed on 3 X 5 cards and arranged in alphabetical order. Using these cards, sorters followed the instructions found in Appendix B to divide the terms into categories that might reflect characteristics of teachers. In general terms, these



instructions asked sorters to sort the 90 words into whatever number of categories they deemed appropriate, with words in each category similar in meaning.

#### Sorters

Eight men and nine women completed the sorting task. Ten of these "sorters" had teaching experience at either the elementary or secondary level (three were currently teaching). Also among this group were five professors from the College of Education and six students who were enrolled in a summer session of TE 200 (an introductory educational psychology course).

#### Analysis

Using a procedure similar to that introduced by Wiley (1967), the raw 90 X 17 data matrix was converted into a matrix of cross products. The author then used the iterative procedure recommended by Wiley (1967) for latent partition analysis. Because this is the same analysis as that used by Kaiser and Caffrey (1965) for alpha factor analysis, the author was able to use an alpha factor analysis computer program to find solutions for the latent partition analysis problem. Although latent partition analysis and alpha factor analysis are not conceptually equivalent, if the algorithm for alpha factor analysis converges, the algorithm for latent partition analysis will also converge.

With this in mind, the suitable cross-product matrix was created from the raw data and used as the input data in an SPSS alpha factor analysis run.



#### Results

A plot of the eigenvalues (see Figure 1) indicates that it may have been appropriate to classify the set of 90 "adjectives" into 5 or 6 categories. Matching the output from a 6 factor model (see Appendix C) with the categories derived by Brousseau (1983), a moderate to high degree of overlap is observed. The percentage of agreement between the clusters generated by the factor analysis and the rationally generated categories are presented in Table 1 below:

	Table 1	
Factor 1	EMPATHIC	89% agreement
Factor 2	EXPERTISE	55% agreement
Factor 3	EASY TO WORK WITH	75% agreement
Factor 4	HARD WORKING	67% agreement
Factor 5	STIMULATING	73% agreement

#### Discussion

A number of benefits can be gleaned from these results and the techniques used here. First, it is interesting to note the relatively low level of agreement between Factor 2 and the EXPERTISE category. This may indicate that there is less agreement across sorters regarding what it takes to be an "expert" teacher than say as "empathic" teacher. This hypothesis might be tested by repeating the study with the same set of adjectives but a different subject matter (e.g., describe "doctors" or some other professionals rather than teachers).



These results also indicate that the OPE may be able to convert this type of item to a forced choice format on their survey instrument without much loss of information. Using the co-occurence matrix in Appendix D, questionnaire builders could control the variance they want when using similar items by checking for agreement across entries. Intuitively, if none of the sorters place a given pair of words in the same category, it would be safe to assume that the two words are not highly related to the same concept.

Caution should be exercised when using these results. Sorters were instructed to think in terms of the context of teaching when making their classification decisions. Thus, it may not be (indeed we hope it is not) appropriate to use these results to study fields other than teaching. Finally, experts in whatever the field of interest might be should be sought out for the central task of this process (i.e., sorting). This may not solve the problem of low agreement across sorters, but it should reduce discrepancies.



#### References

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#### Appendix A

- (A) From the "ED 101A Student Survey" (version 1) used Spring 1981, items 31a and 31b:
  - 31. (a) Name two or three adjectives that you think others will be likely to use in describing you as a teacher.
    - (b) What one word do you think will provide the best description of your approach to teaching?
- (B) From the "College of Education Survey of Entering Students" (version 2) used Fall 1981 and Winter 1982, items 31a and 31b:
  - 31. (a) Name three adjectives that you think others will be likely to use in describing you as a teacher.
    - (b) What one word do you think will provide the best description of your approach to teaching?
- (C) From the "Entering Teacher Candidate Survey" (version 4) used Fall 1982, Winter 1983, and Spring 1983, item 9:
  - 9. Name three adjectives you feel will best describe you as a teacher.



## Appendix B sorting instructions

In a survey completed last year, TE 200 students were asked to give three "adjectives" that they felt would best describe themselves as teachers. Since the respondents did not restrict themselves to just adjectives in all cases, I will hereafter refer to these descriptors simply as words. Your mission, should you decide to accept it, is to sort the ninety (90) most frequently used words into separate categories. The words you place in the same category should be similar in meaning. You may use any number of categories and have any number of words within each category.

The following procedure should be used as a guide. Examine the first word and determine what you think it means in the context of the survey question. Study the second word in the same fashion. If you decide that the first and second words have "almost the same meaning," in the context of the survey question, place them together in the same category, otherwise, form a new category with that word. Review subsequent words in the same fashion. In each case decide what the word means, and so which category it belongs to. In the beginning, you will probably tend to form a new category with each item, but as you progress through the words, you should begin to make use of already-formed categories.

A certain amount of judgment will be involved in deciding what is meant by two words having "almost the same meaning." For example, some words may seem to be positive and others negative, or some may seem to be related to personality traits while others are more general. Remember your judgments should reflect differences that you think could be used to describe teachers.

After all of the words have been sorted, review all of the categories which have been formed. Check to see if all of the words within a category are (to your satisfaction) similar in meaning. When they are not, sort inappropriate items into new categories or into other already-formed categories. When you are satisfied with these groupings, give each category a title that you feel is an accurate descriptions of what the corresponding words mean. If necessary, review the words in each category again to make sure that your final statements are clear descriptions of the categories into which these words fall. Number your categories and write the corresponding category labels in the space below.



Appendix C

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23	058	176	058	058	294	235	235	470	176	117	117	058	117	176	117	058	117	235	
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28	411	352	176	294	058	0	058	058	_O_ 647	_0 705	058 294	117	117	176	117	0	0	647	
29	235	176	117	352	117	ŏ	058	058	294	352	176	176 529	117 235	470	176	705	588	058	
30	176	176	294	235	117	117	Ö	058	176	176	176	235	058	588 058	176 117	117	352 176	117	
31	176	117	294	294	058	176	058	117	176	176	176	294	0.	O58	058	117	117	117 058	
32	176	176	235	235	058	117	058	. 0_	117	117	176	411	058	058	117	117	176	117	
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36	294	235	411	058 294	117	117	117 176	117	.0	0	117	352	823	117	764	O58	058	176	
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40	176	176	294	294	411	176	294	176	117	117	294	058	0	0.	176 058	0 117	0	352	
41	294	176	176	117	117	117	117	176	470	470	235	058	058	352	038	352	235 294	235 117	
42	588	411	823	470	058	176	176	317	294	294	411	058	Ö	117	058 ···	235	470	058	
43	058	_0_	176	058	352	529	294	588	117	117	058	0	Ö	117	_0_	058	058	411	
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45 46	352 470	294 470	411 529	176	117	058	294	176	117	235	647	117	117	294	176	352	352	117	
47	058	470	117	352 117	_O_ 117	176		058	294	235	411	235	117	176	176	294	470	117	
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49	ŏ	1.17	ŏ	176	235	529	176	176	0	-0	Ö	235	176	117	176	0	Ö	352	
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